



MEMBERS UPDATE:

PHSDSBC 1 OF 2022 ON THE PROVISION OF UNIFORM FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR

1. This serves as an update to members on the status regarding the provision of uniform for nurses in the public health and social development sector as outlined in the PHSDSBC Resolution 1 of 2022.
2. A council task team was convened on 12 July 2024, in that meeting, the employer tabled a progress report alleging that three (3) provinces, namely, Mpumalanga, Limpopo and Northern Cape were ready to provide our members with nurse's uniform come 01 September 2024.
3. However, organised labour raised its concerns regarding the tabled report by the employer, the tabled report was not providing an honest picture, as to what was happening on the ground, even for the 3 indicated provinces that were said to be ready to deliver nurses uniform by the deadline.
4. Organised labour's position is very clear, that the employer is not ready to provide nurses in the sector with uniform by 01 September 2024.
5. HOSPERSA further raised a serious concern as it had initially, regarding the decentralisation of the procurement process as it has led to many

inconsistencies in regards to the uniform that is to be provided, e.g., issues of inconsistent specifications across provinces, inconsistent samples being provided in the various provinces , and overall the lack of proper quality assurance that was recommended to be done by the South African Bureau of Standards (SABS).

6. Having the same specifications, sampling, and SABS quality assurances would have ensured that all provinces are on par with the uniform procurement process, however, the decentralisation of the process in itself has guaranteed that there will be no uniformity with regards to the uniform to be provided, and it has simply opened possibilities for corruption across the provinces, a concern initially raised by HOSPERSA.
7. HOSPERSA therefore demands that the employer invoke clause 4.4 of the PHSDSBC Resolution 1 of 2023, which states that if the employer cannot provide uniform come 01 September 2024, the payment of a once off uniform allowance should continue to be paid to our members, taking in consideration the applicable inflation rate annually, as pronounced by the National Treasury.
8. The rationale for invoking of clause 4.4 is based on the fact that the employer has dismally failed to provide uniform for nurses in all the provinces.
9. HOSPERSA further proposed that parties to the council seriously evaluate the functioning of the task team, as the employer has not taken the task team seriously and that a number of processes had been and are still taking place in provinces without organised labour being taken into confidence on such processes pertaining to the provision of nurse's uniform.

10. We refuse, as HOSPERSA to continuously be undermined by the employer in this process, and to date organised labour has not been taken seriously and its defeating the purpose of engaging in a consultative process.

11. Parties to the task team further agreed that a special council meeting should be convened within the month of August 2024 for parties to the council to deliberate on the task team report of 12 July 2024 and finalise on the recommendation by organised labour that our members be paid their uniform allowance come 01 September 2024.